

EYES ONLY

SECRET

DD/S 67-1707

25X1A9a

6 APR 1967

MEMORANDUM FOR: [REDACTED]

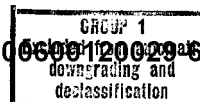
SUBJECT : Support Career Service - Philosophy Regarding Promotions

This responds to your request as Chairman of the sub-Task Force on Promotion Blockages for a statement of promotion philosophy in the Support Career Service.

The Support Career Service attempts, within the assignment patterns that derive from Agency-wide requirements for Support Officers, to "stretch" its talent to the maximum possible extent regardless of age or grade and to reward commendable performance by promotion. This results in fairly rapid movement of our most able younger officers while, at the same time, providing opportunity to reward those who conform to the more traditional progression patterns associated with age and time-in-grade. We are not always able to adhere to this philosophy for advancement, especially to grades GS-15 and above. The Support Career Service has at present several individuals at these grades performing at levels above their grades and deserving of promotion to the next higher grade. Additionally, the intake of substantial numbers of Support Career Trainees will, in the near future, cause difficulties in grades 12, 13 and 14. These "blockage" problems must be faced; the alternatives are curtailment of intake, or acceleration of retirements, short-range solutions which on the one hand would deprive us of sorely needed personnel of high potential who, within the foreseeable future, will be moving into our senior positions and on the other hand would deprive us of executive talent at the senior levels which cannot yet be spared. It should be noted here that we do not feel that attempts to reserve headroom, other than to meet specific short-range needs, is a solution to "promotion blockage" problems. We have concluded that

SECRET

EYES ONLY



EYES ONLY

SECRET

flexibility is not diminished by using our opportunities for promotion -
as contrasted to maintenance of a continuing reserve of headroom
which is considered inviolate.

[REDACTED]

5X1A9a

Executive Secretary
Support Career Board

CONCUR:

25X1A9a

[REDACTED]

Chairman, Support Career Board

10 apr 67

Date

SECRET

EYES ONLY